



City of Loma Linda Official Report

Floyd Petersen, Mayor
Stan Brauer, Mayor pro tempore
Robert Christman, Councilmember
Robert Ziprick, Councilmember
Charles Umeda, Councilmember

COUNCIL AGENDA: July 17, 2006

TO: City Council

VIA: Dennis R. Halloway, City Manager

SUBJECT: Modifying wages and hours and other terms and conditions of employment for members of the San Bernardino Public Employees Association; Professional and Administrative Employees Association; and Unrepresented Employees

RECOMMENDATION

It is recommended that the City Council adopt Council Bills #R-2006-45, 46 and 47.

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOMA LINDA,
CALIFORNIA, MODIFYING WAGES, HOURS, AND OTHER TERMS AND
CONDITIONS OF EMPLOYMENT FOR MEMBERS OF THE SAN
BERNARDINO PUBLIC EMPLOYEES' ASSOCIATION

WHEREAS, the City Council has made a determination to implement certain changes in wages, hours, and conditions of employment for members of the San Bernardino Public Employees' Association;

NOW, THEREFORE, be it resolved by the City Council of the City of Loma Linda that:

I. Term of Memorandum of Understanding

The Memorandum of Understanding for the San Bernardino Public Employees' Association shall be effective for the period beginning July 1, 2006 and ending June 30, 2009.

II. Salaries and Wages

- A. Effective with the pay period including July 1, 2006, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment A.)
- B. Effective with the pay period including July 1, 2007, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment B.)
- C. Effective with the pay period including July 1, 2008, all employees shall receive a cost of living salary adjustment (COLA) of four (4) percent. (Attachment C.)
- D. Effective July 1, 2006, members who have received the seniority salary rate at the "F" step of the salary range for their class for a period of not less than three (3) continuous years will have their salary adjusted to the "G" step (2nd Seniority Salary Rate). After the July 1, 2006 date, eligible employees will be granted the "G" step when they complete the required three (3) years at Step "F".

III. Insurance/Deferred Compensation

- A. Effective July 1, 2006, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$740.00 for all full-time employees.
- B. Effective July 1, 2007, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$810.00 for all full-time employees.
- C. Effective July 1, 2008, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$885.00 for all full-time employees.

IV. Uniform Allowance

Effective July 1, 2004 the uniform allowance for members of the required to wear uniforms shall be increased to \$500.

V. Reopener

It is agreed that negotiations shall be reopened to discuss results of the Market Salary and Benefits survey.

PASSED, APPROVED AND ADOPTED this 17th day of July 2006 by the following
vote:

Ayes:
Noes:
Abstain:
Absent:

ATTEST:

Floyd Petersen, Mayor

Pamela Byrnes-O'Camb, City Clerk

Attachement A

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES SAN BERNARDINO PUBLIC EMPLOYEE ASSOCIATION AS OF JULY 1, 2006

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Maintenance Worker Trainee	36	2,390 - 2,905	2,978	3,052	28,680 - 34,860	
Landscaper	53	2,602 - 3,162	3,242	3,323	31,224 - 37,944	
Maintenance Worker	53	2,603 - 3,162	3,242	3,323	31,236 - 37,944	
Senior Maintenance Worker	68	2,804 - 3,408	3,493	3,581	33,648 - 40,896	
Mechanic	93	3,176 - 3,861	3,957	4,056	38,112 - 46,332	
Lead Maintenance Worker	98	3,256 - 3,958	4,057	4,159	39,072 - 47,496	

Attachment B

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES SAN BERNARDINO PUBLIC EMPLOYEE ASSOCIATION AS OF JULY 1, 2007

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Maintenance Worker Trainee	36	2,510 - 3,051	3,127	3,205	30,120 -	36,612
Landscaper	53	2,732 - 3,321	3,404	3,489	32,784 -	39,852
Maintenance Worker	53	2,732 - 3,321	3,404	3,489	32,784 -	39,852
Senior Maintenance Worker	68	2,499 - 3,579	3,668	3,760	29,988 -	42,948
Mechanic	93	3,335 - 4,054	4,155	4,259	40,020 -	48,648
Lead Maintenance Worker	98	3,419 - 4,156	4,260	4,367	41,028 -	49,872

Attachment C

CITY OF LOMA LINDA
POSITION CLASSIFICATION AND COMPENSATION PLAN
TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES
SAN BERNARDINO PUBLIC EMPLOYEE ASSOCIATION
AS OF JULY 1, 2008

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Maintenance Worker Trainee	36	2,610 - 3,173	3,252	3,333	31,320 -	38,076
Landscaper	53	2,841 - 3,453	3,540	3,628	34,092 -	41,436
Maintenance Worker	53	2,841 - 3,453	3,540	3,628	34,092 -	41,436
Senior Maintenance Worker	68	3,062 - 3,722	3,815	3,910	36,744 -	44,664
Mechanic	93	3,469 - 4,216	4,322	4,430	41,628 -	50,592
Lead Maintenance Worker	98	3,556 - 4,323	4,431	4,541	42,672 -	51,876

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOMA LINDA, CALIFORNIA, MODIFYING WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR MEMBERS OF THE PROFESSIONAL AND ADMINISTRATIVE EMPLOYEES' ASSOCIATION

WHEREAS, the City Council has made a determination to implement certain changes in wages, hours, and conditions of employment for members of the Professional and Administrative Employees' Association;

NOW, THEREFORE, be it resolved by the City Council of the City of Loma Linda that:

I. Term of Memorandum of Understanding

The Memorandum of Understanding for the Professional and Administrative Employees' Association shall be effective for the period beginning July 1, 2006 and ending June 30, 2009.

II. Salaries and Wages

- A. Effective with the pay period including July 1, 2006, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment A.)
- B. Effective with the pay period including July 1, 2007, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment B.)
- C. Effective with the pay period including July 1, 2008, all employees shall receive a cost of living salary adjustment (COLA) of four (4) percent. (Attachment C.)
- D. Effective July 1, 2006, members who have received the seniority salary rate at the "F" step of the salary range for their class for a period of not less than three (3) continuous years will have their salary adjusted to the "G" step (2nd Seniority Salary Rate). After the July 1, 2006 date, eligible employees will be granted the "G" step when they complete the required three (3) years at Step "F".

III. Insurance/Deferred Compensation

- A. Effective July 1, 2006, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$740.00 for all full-time employees.
- B. Effective July 1, 2007, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$810.00 for all full-time employees.
- C. Effective July 1, 2008, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$885.00 for all full-time employees.

IV. Uniform Allowance

Effective July 1, 2006 the uniform allowance for members required to wear uniforms shall be increased to \$500.

V. Reopener

It is agreed that negotiations shall be reopened to discuss results of the Market Salary and Benefits survey.

PASSED, APPROVED AND ADOPTED this 17th day of July 2006 by the following
vote:

Ayes:
Noes:
Abstain:
Absent:

Floyd Petersen, Mayor

ATTEST:

Pamela Byrnes-O'Camb, City Clerk

Attachment A

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES PROFESSIONAL AND ADMINISTRATIVE EMPLOYEE ASSOCIATION AS OF JULY 1, 2006

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Receptionist	2	2,017 - 2,452	2,513	2,576	24,204 - 29,424	
Office Assistant	11	2,110 - 2,565	2,629	2,695	25,320 - 30,780	
Office Specialist	31	2,331 - 2,834	2,905	2,977	27,972 - 34,008	
Account Clerk	36	2,390 - 2,905	2,978	3,052	28,680 - 34,860	
Engineering Aide	41	2,451 - 2,979	3,053	3,130	29,412 - 35,748	
Intermediate Account Clerk	51	2,576 - 3,131	3,209	3,290	30,912 - 37,572	
Parking Control Officer	56	2,641 - 3,210	3,290	3,373	31,692 - 38,520	
Animal Control Officer	66	2,776 - 3,374	3,459	3,545	33,312 - 40,488	
Senior Account Clerk	66	2,776 - 3,374	3,459	3,545	33,312 - 40,488	
Supervising Account Clerk	101	3,306 - 4,018	4,119	4,221	39,672 - 48,216	
Engineering Technician	102	3,322 - 4,038	4,139	4,243	39,864 - 48,456	
Planning Technician	102	3,322 - 4,038	4,139	4,243	39,864 - 48,456	
Code Enforcement Officer	106	3,389 - 4,120	4,223	4,328	40,668 - 49,440	
Assistant Planner	127	3,763 - 4,574	4,689	4,806	45,156 - 54,888	
Fire Prevention Inspector	135	3,917 - 4,761	4,880	5,002	47,004 - 57,132	

Attachement B

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES PROFESSIONAL AND ADMINISTRATIVE EMPLOYEE ASSOCIATION AS OF JULY 1, 2007

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Receptionist	2	2,118 - 2,575	2,639	2,705	25,416 - 30,900	
Office Assistant	11	2,215 - 2,693	2,760	2,829	26,580 - 32,316	
Office Specialist	31	2,448 - 2,976	3,050	3,126	29,376 - 35,712	
Account Clerk	36	2,510 - 3,051	3,127	3,205	30,120 - 36,612	
Engineering Aide	41	2,573 - 3,128	3,206	3,286	30,876 - 37,536	
Intermediate Account Clerk	51	2,705 - 3,288	3,370	3,454	32,460 - 39,456	
Parking Control Officer	56	2,773 - 3,371	3,455	3,541	33,276 - 40,452	
Animal Control Officer	66	2,915 - 3,543	3,632	3,723	34,980 - 42,516	
Senior Account Clerk	66	2,915 - 3,543	3,632	3,723	34,980 - 42,516	
Supervising Account Clerk	101	3,471 - 4,219	4,324	4,433	41,652 - 50,628	
Engineering Technician	102	3,488 - 4,240	4,346	4,455	41,856 - 50,880	
Planning Technician	102	3,488 - 4,240	4,346	4,455	41,856 - 50,880	
Code Enforcement Officer	106	3,559 - 4,326	4,434	4,545	42,708 - 51,912	
Assistant Planner	127	3,952 - 4,803	4,923	5,046	47,424 - 57,636	
Fire Prevention Inspector	135	4,112 - 4,999	5,124	5,252	49,344 - 59,988	

Attachment C

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES PROFESSIONAL AND ADMINISTRATIVE EMPLOYEE ASSOCIATION AS OF JULY 1, 2008

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Receptionist	2	2,203 - 2,678	2,745	2,813	26,436 - 32,136	
Office Assistant	11	2,304 - 2,801	2,871	2,943	27,648 - 33,612	
Office Specialist	31	2,546 - 3,095	3,172	3,251	30,552 - 37,140	
Account Clerk	36	2,610 - 3,173	3,252	3,333	31,320 - 38,076	
Engineering Aide	41	2,676 - 3,253	3,334	3,418	32,112 - 39,036	
Intermediate Account Clerk	51	2,813 - 3,419	3,505	3,592	33,756 - 41,028	
Parking Control Officer	56	2,884 - 3,506	3,593	3,683	34,608 - 42,072	
Animal Control Officer	66	3,031 - 3,685	3,777	3,871	36,372 - 44,220	
Senior Account Clerk	66	3,031 - 3,685	3,777	3,871	36,372 - 44,220	
Supervising Account Clerk	101	3,610 - 4,388	4,497	4,610	43,320 - 52,656	
Engineering Technician	102	3,628 - 4,410	4,520	4,633	43,536 - 52,920	
Planning Technician	102	3,628 - 4,410	4,520	4,633	43,536 - 52,920	
Code Enforcement Officer	106	3,710 - 4,499	4,611	4,726	44,520 - 53,988	
Assistant Planner	127	4,110 - 4,995	5,120	5,248	49,320 - 59,940	
Fire Prevention Inspector	135	4,277 - 5,199	5,329	5,462	51,324 - 62,388	

RESOLUTION NO.

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF LOMA LINDA, CALIFORNIA, MODIFYING WAGES, HOURS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT FOR MANAGEMENT/CONFIDENTIAL EMPLOYEES

WHEREAS, the City Council has made a determination to implement certain changes in wages, hours, and conditions of employment for management/confidential employees; and

NOW, THEREFORE, be it resolved by the City Council of the City of Loma Linda that:

I. Term

The terms of this resolution shall be effective for the period beginning July 1, 2006 and ending June 30, 2009.

II. Salaries and Wages

- A. Effective with the pay period including July 1, 2006, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment A.)
- B. Effective with the pay period including July 1, 2007, all employees shall receive a cost of living salary adjustment (COLA) of five (5) percent. (Attachment B.)
- C. Effective with the pay period including July 1, 2008, all employees shall receive a cost of living salary adjustment (COLA) of four (4) percent. (Attachment C.)
- D. Effective July 1, 2006, members who have received the seniority salary rate at the "F" step of the salary range for their class for a period of not less than three (3) continuous years will have their salary adjusted to the "G" step (2nd Seniority Salary Rate). After the July 1, 2006 date, eligible employees will be granted the "G" step when they complete the required three (3) years at Step "F".

III. Insurance/Deferred Compensation

- A. Effective July 1, 2006, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$740.00 for all full-time employees.
- B. Effective July 1, 2007, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$810.00 for all full-time employees.
- C. Effective July 1, 2008, the City's contribution towards the Employee Insurance and Deferred Compensation Program shall be \$885.00 for all full-time employees.

IV. Reopener

It is agreed that negotiations shall be reopened to discuss results of the Market Salary and Benefits survey.

PASSED, APPROVED AND ADOPTED this 17th day of June 2006 by the following
vote:

Ayes:
Noes:
Abstain:
Absent:

Floyd Petersen, Mayor

ATTEST:

Pamela Byrnes-O'Camb, City Clerk

Attachment A

CITY OF LOMA LINDA POSITION CLASSIFICATION AND COMPENSATION PLAN TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES MANAGEMENT /CONFIDENTIAL EMPLOYEES AS OF JULY 1, 2006

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Administrative Secretary	96	3,224 - 3,919	4,017	4,117	38,688 -	47,028
Information Systems Technician	106	3,389 - 4,120	4,223	4,328	40,668 -	49,440
Personnel Assistant/Assistant to City Clerk	111	3,475 - 4,224	4,329	4,437	41,700 -	50,688
Executive Secretary to the City Manager	125	3,726 - 4,529	4,642	4,758	44,712 -	54,348
Administrative Assistant	125	3,726 - 4,529	4,642	4,758	44,712 -	54,348
Accountant	132	3,858 - 4,690	4,807	4,927	46,296 -	56,280
Senior Accountant/Financial Analyst	147	4,158 - 5,054	5,181	5,310	49,896 -	60,648
Equipment Maintenance Supervisor	152	4,263 - 5,182	5,312	5,444	51,156 -	62,184
Field Services Supervisor	152	4,264 - 5,182	5,312	5,444	51,168 -	62,184
Associate Planner	155	4,327 - 5,260	5,392	5,526	51,924 -	63,120
Assistant to the City Manager	160	4,437 - 5,393	5,528	5,666	53,244 -	64,716
Utility Services Supervisor	162	4,481 - 5,447	5,583	5,723	53,772 -	65,364
Information Systems Supervisor	195	5,283 - 6,422	6,582	6,747	63,396 -	77,064
Accounting Manager	195	5,283 - 6,422	6,582	6,747	63,396 -	77,064
Associate Engineer	195	5,283 - 6,422	6,582	6,747	63,396 -	77,064
Public Works Superintendent	195	5,283 - 6,422	6,582	6,747	63,396 -	77,064
Senior Planner	195	5,283 - 6,422	6,582	6,747	63,396 -	77,064
City Clerk	226	6,166 - 7,495	7,683	7,875	73,992 -	89,940
Fire Battalion Chief	226	6,166 - 7,495	7,683	7,875	73,992 -	89,940
Fire Division Chief	226	6,166 - 7,495	7,683	7,875	73,992 -	89,940
Assistant City Manager	239	6,580 - 7,998	8,198	8,402	78,960 -	95,976
Economic Development Director	249	6,916 - 8,407	8,617	8,832	82,992 -	100,884
Finance Director	253	7,055 - 8,576	8,790	9,010	84,660 -	102,912
Information Systems Director	253	7,055 - 8,576	8,790	9,010	84,660 -	102,912
Community Development Director	271	7,718 - 9,382	9,616	9,857	92,616 -	112,584
Public Safety Director/Fire Chief	273	7,796 - 9,476	9,713	9,955	93,552 -	113,712
Public Works Director/City Engineer	278	7,992 - 9,715	9,958	10,207	95,904 -	116,580
City Manager	150,605 annually				150,605 annually	

Attachment B

CITY OF LOMA LINDA
 POSITION CLASSIFICATION AND COMPENSATION PLAN
 TABLE OF POSITIONS CLASSIFICATIONS AND SALARY RANGES
 MANAGEMENT /CONFIDENTIAL EMPLOYEES
 AS OF JULY 1, 2007

Class	Range	Monthly Salary	F Step	G Step	Annual A	Annual E
Administrative Secretary	96	3,385 - 4,115	4,218	4,323	40,620 -	49,380
Information Systems Technician	106	3,559 - 4,326	4,434	4,545	42,708 -	51,912
Personnel Assistant/Assistant to City Clerk	111	3,648 - 4,435	4,546	4,659	43,776 -	53,220
Executive Secretary to the City Manager	125	3,912 - 4,756	4,874	4,996	46,944 -	57,072
Administrative Assistant	125	3,912 - 4,756	4,874	4,996	46,944 -	57,072
Accountant	132	4,051 - 4,924	5,048	5,174	48,612 -	59,088
Senior Accountant/Financial Analyst	147	4,366 - 5,307	5,440	5,576	52,392 -	63,684
Equipment Maintenance Supervisor	152	4,476 - 5,441	5,577	5,717	53,712 -	65,292
Field Services Supervisor	152	4,476 - 5,441	5,577	5,717	53,712 -	65,292
Associate Planner	155	4,544 - 5,523	5,661	5,803	54,528 -	66,276
Assistant to the City Manager	160	4,659 - 5,663	5,804	5,949	55,908 -	67,956
Utility Services Supervisor	162	4,705 - 5,719	5,862	6,009	56,460 -	68,628
Information Systems Supervisor	195	5,547 - 6,742	6,911	7,084	66,564 -	80,904
Accounting Manager	195	5,547 - 6,742	6,911	7,084	66,564 -	80,904
Associate Engineer	195	5,547 - 6,742	6,911	7,084	66,564 -	80,904
Public Works Superintendent	195	5,557 - 6,742	6,911	7,084	66,684 -	80,904
Senior Planner	195	5,557 - 6,742	6,911	7,084	66,684 -	80,904
City Clerk	226	6,475 - 7,870	8,067	8,269	77,700 -	94,440
Fire Battalion Chief	226	6,475 - 7,870	8,067	8,269	77,700 -	94,440
Fire Division Chief	226	6,475 - 7,870	8,067	8,269	77,700 -	94,440
Assistant City Manager	239	6,909 - 8,397	8,607	8,823	82,908 -	100,764
Economic Development Director	249	7,262 - 8,827	9,048	9,274	87,144 -	105,924
Finance Director	253	7,408 - 9,005	9,230	9,461	88,896 -	108,060
Information Systems Director	253	7,408 - 9,005	9,230	9,461	88,896 -	108,060
Community Development Director	271	8,104 - 9,851	10,097	10,349	97,248 -	118,212
Public Safety Director/Fire Chief	273	8,185 - 9,949	10,198	10,453	98,220 -	119,388
Public Works Director/City Engineer	278	8,392 - 10,201	10,456	10,717	100,704 -	122,412
City Manager		158,136 annually			158,136 annually	